Journal of Organizational Behavior

ISSN 0894–3796 JORBEJ 21 1–968 (2000)

CONTENTS

Volume 21, Issue Nos 1–8

FEBRUARY 2000 VOLUME 21 NUMBER 1

1 Editorial
Denise Rousseau and Yitzhak Fried

3 Collectivism, Propensity to Trust and Self-esteem as Predictors of Organizational Citizenship in a Non-work Setting
Linn Van Dyne, Don Vandewalle, Tatiana Kostova, Michael E. Latham and L. L. Cummings

25 Re-examining the Effects of Psychological Contract Violations: Unmet Expectations and Job Dissatisfaction as Mediators
William H. Turnley and Daniel C. Feldman

43 The Role of Dispositions, Entry Stressors and Behavioral Plasticity Theory in Predicting Newcomers' Adjustment to Work
Alan M. Saks and Blake E. Ashforth

63 Charismatic Leadership Viewed from Above: The Impact of Proactive Personality
J. Michael Crant and Thomas S. Bateman

POINT COUNTERPOINT

77 Introduction: A Discussion About the Role of Negative Affectivity in Job Stress Research
Cary L. Cooper

79 Why Negative Affectivity Should Not Be Controlled in Job Stress Research: Don't Throw Out the Baby with the Bath Water
Paul E. Spector, Dieter Zapf, Peter Y. Chen and Michael Frese

97 Comments on 'Why Negative Affectivity Should Not Be Controlled in Job Stress Research: Don't Throw Out the Baby with the Bath Water'
Roy L. Payne

101 Why Negative Affectivity (and Self-deception) Should be Included in Job Stress Research: Bathing the Baby with the Bath Water
Timothy A. Judge, Amir Erez and Carl J. Thoresen

113 Book Reviews

MARCH 2000 VOLUME 21 SPECIAL ISSUE

Emotions in Organizations

123 The Emerging Role of Emotions in Work Life: An Introduction
Cynthia D. Fisher and Neal Ashkanasy

131 Affective States in Job Characteristic Theory
Richard Saavedra and Seog K. Kwun

147 Anger in the Workplace: An Emotion Script Approach to Anger Episodes between Workers and their Superiors, Co-workers and Subordinates
Julie Fitness

163 Antecedents of Workplace Emotional Labor Dimensions and Moderators of Their Effects on Physical Symptoms
John Schaubroeck and James R. Jones

185 Mood and Emotions While Working: Missing Pieces of Job Satisfaction?
Cynthia D. Fisher

203 Relations of Emotional Intelligence, Practical Intelligence, General Intelligence, and Trait Affectivity with Interview Outcomes: It's Not All Just 'G'
Suzy Fox and Paul E. Spector

221 When Leaders Display Emotion: How Followers Respond to Negative Emotional Expression of Male and Female Leaders
Kristi M. Lewis

MAY 2000 VOLUME 21 NUMBER 3

WORKER RELATIONSHIPS WITH MENTORS AND SUPERIORS

235 Language and Power: An Empirical Analysis of Linguistic Strategies Used in Superior–Subordinate Communication
David A. Morand

249 The Empowering Leadership Questionnaire: The Construction and Validation of a New Scale for Measuring Leader Behaviors
Josh A. Arnold, Sharon Arad, Jonathan A. Rhoades and Fritz Drasgow

271 Protégé Selection by Mentors: What Makes the Difference?
Tammy D. Allen, Mark L. Poteet and Joyce E. A. Russell

CROSS NATIONAL HUMAN RESOURCE PRACTICES

283 Business Strategy, Work Processes and Human Resource Training: Are They Congruent?
Ramon Valle, Fernando Martin, Pedro M. Romero and Shimon L. Dolan

299 Getting Ahead: Organizational Practices that Set Boundaries around Mobility Patterns
Chester S. Spell and Terry C. Blum

315 Employment Relations in Norway: Some Dimensions and Correlates
Arne L. Kalleberg and Jrn Rognes

337 The Changing Significance of Different Stressors after the Announcement of Bankruptcy: A Longitudinal Investigation with Special Emphasis on Job Insecurity
Gisela B. Mohr

361 Book Reviews

JUNE 2000 VOLUME 21 NUMBER 4

IMPACT OF CONTEXT ON JOB STRESS COPING

365 Leadership Styles, Mentoring Functions Received, and Job-related Stress: A Conceptual Model and Preliminary Study
John J. Sosik and Veronica M. Godshalk

391 Work Stressors and Coworker Support as Predictors of Individual Strain and Job Performance
Terry A. Beehr, Steve M. Jex, Beth A. Stacy and Marshall A. Murray

407 Communication with Police Supervisors and Peers as a Buffer of Work-related Traumatic Stress
Christine Stephens and Nigel Long

425 Patient Demands, Lack of Reciprocity, and Burnout: A Five-year Longitudinal Study among General Practitioners
Arnold B. Bakker, Wilmar B. Schaufeli, Herman J. Sixma, Willem Bosveld and Dirk van Dierendonck

WORKER ADJUSTMENT IN ORGANIZATIONAL CHANGE

443 Organizational Antecedents and Outcomes of Job Insecurity: A Longitudinal Study in Three Organizations in Finland
Ulla Kinnunen, Saija Mauno, Jouko Nätti and Mika Happonen

461 A Mediational Model of Sense of Coherence in the Work Context: A One-year Follow-up Study
Taru Feldt, Ulla Kinnunen and Saija Mauno

MULTIDIMENSIONAL COMMITMENT

477 The Mediating Effects of Multidimensional Commitment on Job Satisfaction and Intent to Leave
Michael Clugston

AUGUST 2000 VOLUME 21 NUMBER 5

BEST DISSERTATION AWARD WINNER–ACADEMY OF MANAGEMENT

487 Exploring Work Unit Context and Leader–Member Exchange: A Multi-Level Perspective
Claudia C. Cogliser and Chester A. Schriescheim

513 Beyond Contractual Interpretation: Bias in Arbitrators' Case Perceptions and Award Recommendations
Dafna Eylon, Robert A. Giacalone and Hinda Greyser Pollard

525 The Development of Psychological Contract Breach and Violation: A Longitudinal Study
Sandra L. Robinson and Elizabeth Wolfe Morrison

547 Distributive and Procedural Justice as Predictors of Employee Outcomes in Hong Kong
Dail Fields, Mary Pang and Catherine Chiu

563 The Paradox of Self-Management: Individual and Group Autonomy in Work Groups
Claus W. Langfred

587 A Revision of Hofstede *et al.*'s (1990) Organizational Practices Scale
Willem Verbeke

THE INCUBATOR

603 How Our 'Values' Influence the Manner in which Organizational Research is Framed and Interpreted
Thomas A. Wright and Vincent P. Wright

SEPTEMBER 2000 VOLUME 21 NUMBER 6

609 Self-Monitoring and Performance Appraisal: Rating Outcomes in Project Teams
Janice S. Miller and Robert L. Cardy

627 Identifying the Antecedents of Coping with an Organizational Acquisition: A Structural Assessment
Christine L. Scheck and Angelo J. Kinicki

649 Extending and Testing a Five Factor Model of Ethical and Unethical Bargaining Tactics: Introducing the SINS Scale
Robert J. Robinson, Roy J. Lewicki and Eileen M. Donahue

665 Modeling Employee Absenteeism: Testing Alternative Measures and Mediated Effects Based on Job Satisfaction
Caren B. Goldberg and David A. Waldman

RESEARCH NOTE

677 When the Type of Move Matters: Employee Outcomes Under Various Relocation Situations
Lillian T. Eby and Jacquelyn S. DeMatteo

689 Ironic Evaluation Processes: Effects of Thought Suppression on Evaluations of Older Job Applicants
Carol T. Kulik, Elissa L. Perry and Anne C. Bourhis

713 Buyer–Supplier Alliances in the Automobile Industry: How Exit-Voice Strategies Influence Interpersonal Relationships
Ronald H. Humphrey and Blake E. Ashforth

NOVEMBER 2000 VOLUME 21 NUMBER 7

731 Indirect Processes in Criterion-Related Validity
Peter Warr

747 Charismatic Leadership and Follower Effects
Jay A. Conger, Rabindra N. Kanungo and Sanjay T. Menon

769 A Laboratory Experiment Testing the Antecedents of Leader Cognitions
Vicki L. Goodwin, J. C. Wofford and Nancy G. Boyd

789 Work Centrality and Work Alienation: Distinct Aspects of a General Commitment to Work
Robert R. Hirschfeld and Hubert S. Feild

THE INCUBATOR

801 Emotions in the Workplace: The Neglect of Organizational Behavior
Paul M. Muchinsky

POINT/COUNTERPOINT INTRODUCTION

807 Job Analysis: Accuracy Versus Consequential Validity
Paul E. Spector

809 Accuracy or Consequential Validity: Which is the Better Standard for Job Analysis Data?
Juan I. Sanchez and Edward L. Levine

819 Accuracy in Job Analysis: Toward an Inference-Based Model
Frederick P. Morgeson and Michael A. Campion

829 Yes Virginia, there *is* an Objective Reality in Job Analysis
Robert J. Harvey and Mark A. Wilson

855 Erratum

DECEMBER 2000 VOLUME 21 NUMBER 8

857 The Development of Self-Efficacy During Aviation Training
Walter D. Davis, Donald B. Fedor, Charles K. Parsons and David M. Herold

873 A Comprehensive Empirical Investigation of the Relationships Among Variables of the Groupthink Model
Won-Woo Park

889 The Antecedents and Consequences of Underemployment among Expatriates
Mark C. Bolino and Daniel C. Feldman

913 Pygmalion in Work Organizations: a Meta-analysis
Nicole M. Kierein and Michael A. Gold

929 The Determinants of Job Seekers' Reputation Perceptions
Daniel M. Cable and Mary E. Graham

949 Opening the Black Box: An Experimental Investigation of the Mediating Effects of Trust and Value Congruence on Transformational and Transactional Leadership
Dong I. Jung and Bruce J. Avolio

965 Acknowledgement of Reviewers 2000

967 Author Index

v Volume Contents